

1.4 Deliverable:

Action 3.	University RD Strategy: High level overarching University Professional Development Strategy for Research staff 2008 Concordat Principle: All Action History: Carried from 2011 plan (#1; #8; #10; #16; #20; #22; #23; #43) & informed by BPS
3.1 Deliverable:	To create an action plan by 30 September 2020 detailing how the University will develop a University Research Staff Development Strategy. This will be considered for approval by RKEC in October 2020

			Publish “University Research Staff Development Strategy”	
			e Update documents as required based on Committee feedback (actions 3b&c), obtain required high level sign off and publish	30 Apr 21
3.5 Deliverable:	Create a suite of L&D provision/ programmes such that all research active academics at the University have access to relevant, research focused development support that they can include/reference in their Personal Development Plans section of their appraisal documentation			by Sep 2025
Milestone:	Develop plans to bring strategy to operational practice, and implement (All reference documents attached in Appendix: page 16)		Implementation Phase	
			f Begin implementation plan activities in 2020-21, building into 2021-22 and onwards through to 2025 If additional budget required, prepare appropriate documentation to secure funds.	2Q21 onwards
Action 4.	Employment & Reward Practices: Fixed term contract management 2008 Concordat Principle(s): 1 Recruitment & Selection and 2 Recognition & Value Action History: Carried from 2017-21 plan (#2)			

University

Work with HR, the Schools, individual PIs and RS to :
:: Promote the use of start of contract documentation to help set up good practice and ensure all are on the “same page” when a new member of RS starts. Share data from BPS with Schools (and request this is cascaded to PIs) regarding current level of take up, benefits of discussions reported by researchers, down sides of non-adoption

:: Promote the routine use of inductions to help with the on-boarding/orientation of staff – even if simply moving between departments RSO 27 506./F3 10.

:: Ensure that all RS are aware that they are able, and encouraged, to engage with CPD activities (guideline from the 2019 Concordat to support Career Development is 10 days/year) – whatever “flavour” that might be (formal training sessions; attending conferences; networking...)

Work with Schools, RSO and HR to:
::develop mechanism to identify and reach out to PIs/ Managers of Researchers that will have new members of staff working with them to share relevant templates

			f Subset of RFs to pioneer / investigate alternative channels to actively promote their materials to the public (see deliverables and metrics in e) above)	3Q20-3Q21
Action 8.	Support for RS: Training, Support, Expectations, Recording and Recognition of Teaching & Supervision activities Link in with Action 3 activities to create a coherent, well publicised (set of) system(s) for RS to engage with, obtain CPD, and be recognised, for teaching/ supervision activities 2008 Concordat Principle 2 Recognition and Value and 3 / 4 Support and career development Action History: Carried from 2017-21 plan (#13; #28) & informed by BPS			
	NB– this links intimately with Action 3 and 2B			
8.1 Deliverable:	1. Obtain baseline measures regarding #RSs joining to enrol on course; 2) starting (& completing) the course; 3) the time elapsed between 1 and 2 (waiting time). Due to short term nature of RS contracts, aim for waiting time to be 3mo or less. 2. Analysis of data will determine if there are availability issues and if corrective action is needed. 3. Include question in next BPS specifically to ascertain whether RS are (un)able to access this provision			(Anticipate data obtained by 30 September20. If further actions needed timeline to be set then)
Milestone:	Sufficient training availability			

Link in with Action 3 activities to create a coherent, well publicised (set of) system(s) for RS to engage with, obtain CPD, and be recognised, for teaching/ supervision activities by:

RSO, ADQE, RS
Reps,
DPDs/DRKEs/DLTs,
ADQE, PVC-E&S

		RSO / RS Reps / DRKEs/ DLTs / Schools leadership	d Work towards ensuring RS within Schools are aware of teaching / supervisory activities opportunities available to them, and where RS do not have opportunities, form sub-teams to work within Schools to explore mechanisms to enable this as part of RS CPD activities. (NB this links with Actions 3)	2-3Q20
8.c Metrics:	One RS rep to sit on the Student Lifecycle Team with another rep as replacement backup			30 Mar 20
			RS treated, and T&S activities recorded, as other staff members:	
		RSO / RS Reps / RSWG / RS community / Student Lifecycle	e	

Action 12.	Support for“minority” RS groups: International RS 2008 Concordat Principle: 6 Diversity and Equality and 3 / 4 Support and Career Development and 1 Recruitment and Selection Action History: NEW- informed by RS Reps meetings and informal discussions/feedback from RS and Pls
12.1 Deliverable:	Track record of pastoral events tailored for/welcoming to International research staff and determine if additional events/activities are needed. Data gathered with included in the production of report/proposal for team to be put together to address these issues. 2-3Q21
Milestone:	Propose cross institutional task group be set up to ascertain extent, and impact, of acute issues being faced by International RS (and potentially wider International academic community) when starting at the UoS Develop and deliver more community building / welcoming / pastoral activities e.g. International Researchers lunches RSO Consultation & Proposal Development a Consult informally with International RS and Pls to gain preliminary data regarding common acute issues (professional, personal,

Action 14.	Sector awareness & review: Sharing with the Researcher Developer Community & Sector 2008 Concordat Principle: 7 Implementation & Review Action History: Carried from 2017-21 plan (#38 & #26)			
14.1 Deliverable:	1. Presentations of UoS activity at conferences and networking events 2. BPS results used to inform lesson learned, knowledge exchange between relevant stakeholder teams and modification of future plans. 3. Invited talks and/or requests for advice/input on external initiatives			Next BPS 2-3Q21 (exact date TBD)
Milestone:	Seek to share good practice with other institutions Nationally and Internationally, and promote the UoS as a “go to” collaborator/centre of good practice for RS development	RSO, Research Staff Reps	Engage externally	
			a	Actively engage with Vitae, South East Researcher Development Forum SERD), FoResT and local HEIs such as the University of Brighton to share experiences, projects and innovations.
			b	Where appropriate,appropriate, introduce new initiatives into UoS

4Q19-4Q21